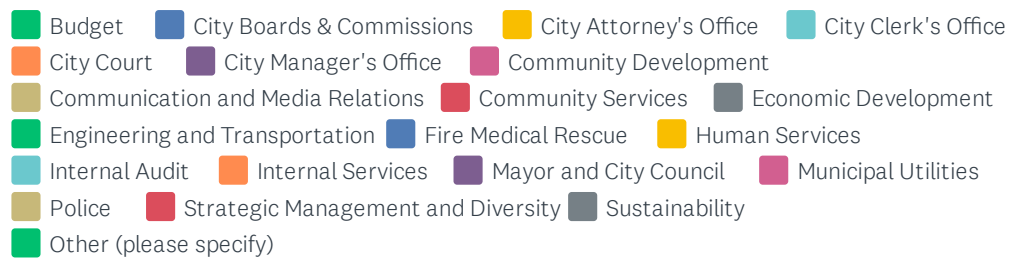
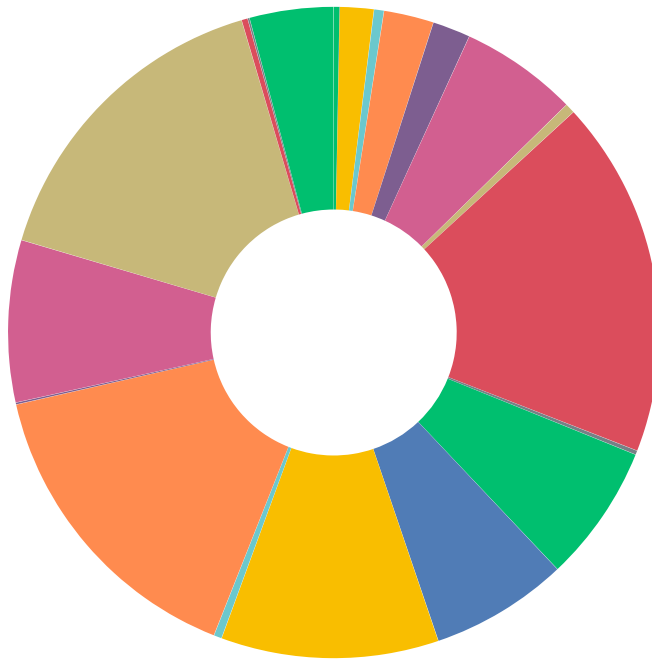


Q1 Department

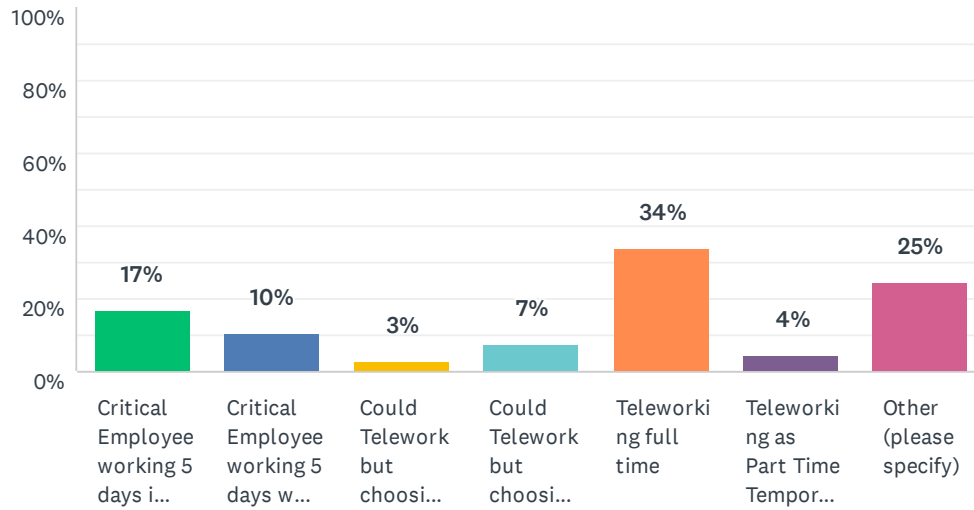
Answered: 1,009 Skipped: 16



ANSWER CHOICES	RESPONSES	
Budget	0%	3
City Boards & Commissions	0%	0
City Attorney's Office	2%	17
City Clerk's Office	0%	5
City Court	2%	25
City Manager's Office	2%	19
Community Development	6%	59
Communication and Media Relations	0%	5
Community Services	18%	179
Economic Development	0%	2
Engineering and Transportation	7%	69
Fire Medical Rescue	7%	69
Human Services	11%	109
Internal Audit	0%	4
Internal Services	15%	156
Mayor and City Council	0%	1
Municipal Utilities	8%	81
Police	16%	160
Strategic Management and Diversity	0%	3
Sustainability	0%	1
Other (please specify)	4%	42
TOTAL		1,009

Q2 What is your current work status?

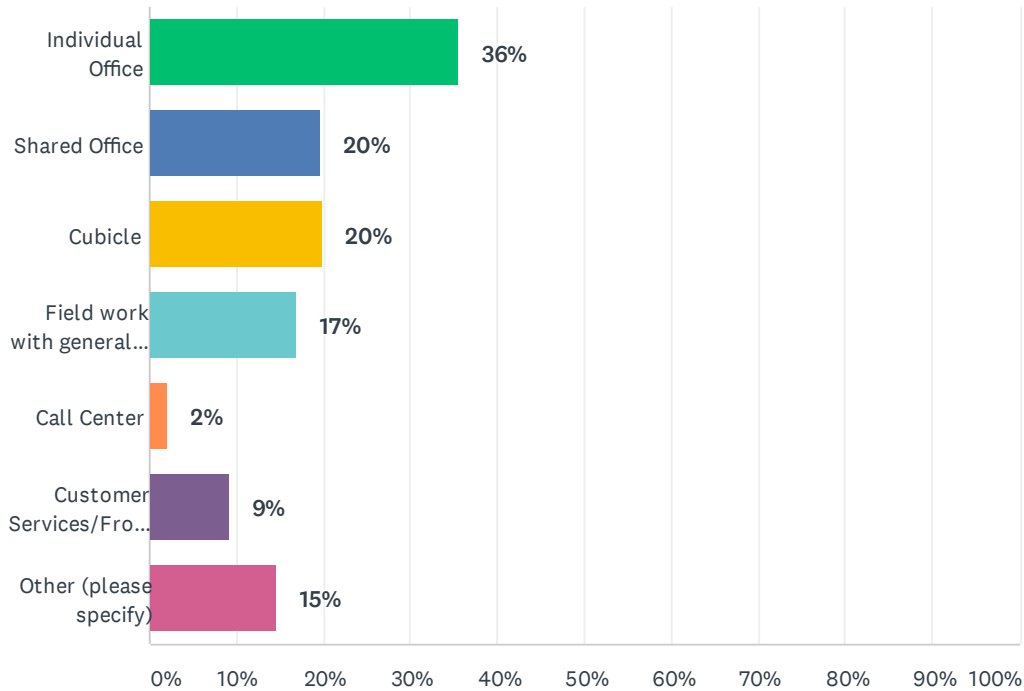
Answered: 1,020 Skipped: 5



ANSWER CHOICES	RESPONSES	
Critical Employee working 5 days in Tempe Facilities	17%	171
Critical Employee working 5 days with the majority in the Field	10%	105
Could Telework but choosing to work full time (4-5 days a week) in Tempe Facilities or the Field	3%	29
Could Telework but choosing to work part time (1-3 days a week) in Tempe Facilities or the Field	7%	76
Teleworking full time	34%	345
Teleworking as Part Time Temporary Employee	4%	44
Other (please specify)	25%	250
TOTAL		1,020

Q3 What is your typical (pre covid-19) physical work location?

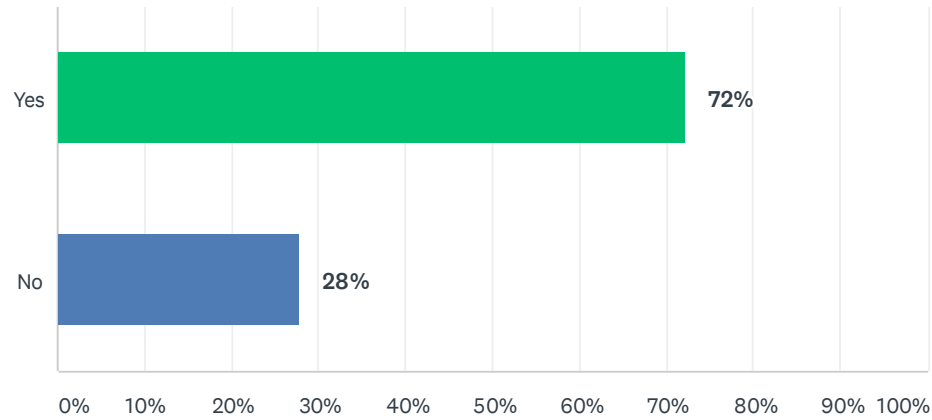
Answered: 1,019 Skipped: 6



ANSWER CHOICES	RESPONSES	
Individual Office	36%	363
Shared Office	20%	201
Cubicle	20%	203
Field work with general common areas	17%	173
Call Center	2%	21
Customer Services/Front Desk	9%	94
Other (please specify)	15%	149
Total Respondents: 1,019		

Q4 Do you think your work-space currently supports being 6 ft away from another co-worker?

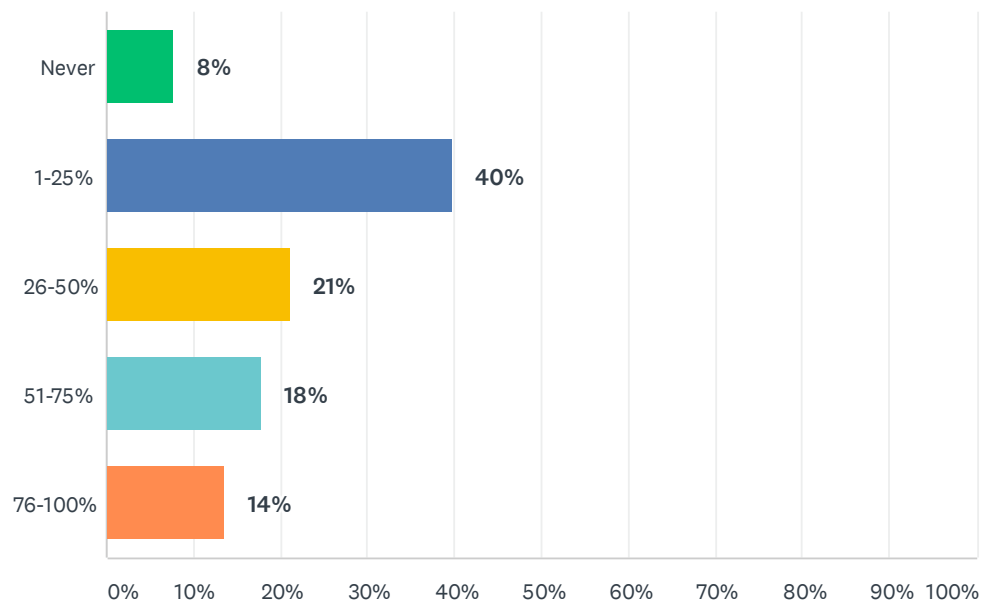
Answered: 1,015 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	72%	733
No	28%	282
TOTAL		1,015

Q5 Outside of your work-space, approximately what percentage of your work requires you to be within 6 ft of another Tempe Employee?

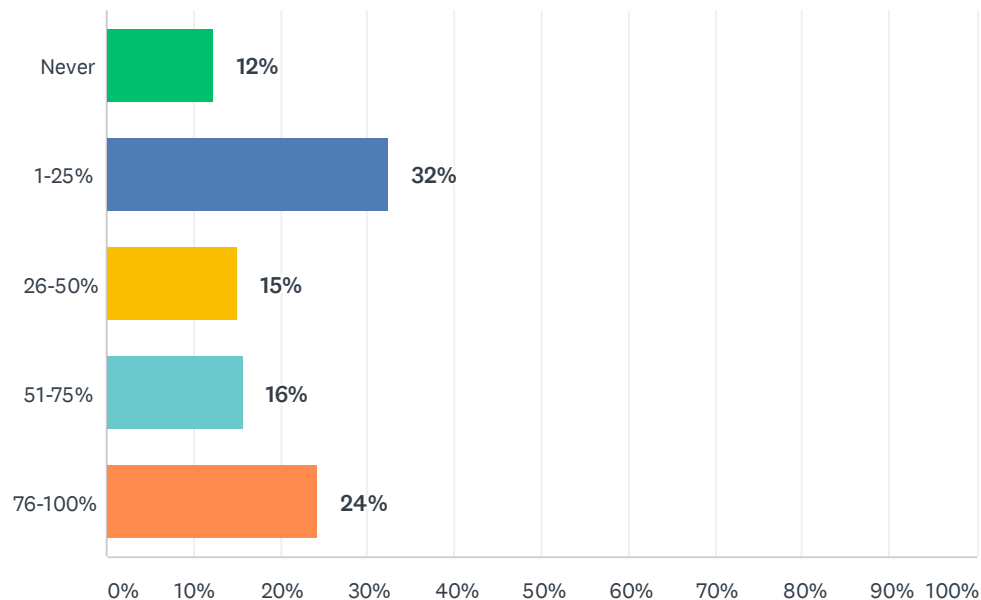
Answered: 1,019 Skipped: 6



ANSWER CHOICES	RESPONSES	
Never	8%	78
1-25%	40%	405
26-50%	21%	216
51-75%	18%	181
76-100%	14%	138
TOTAL		1,019

Q6 Approximately what percentage of your work involves interaction with the public?

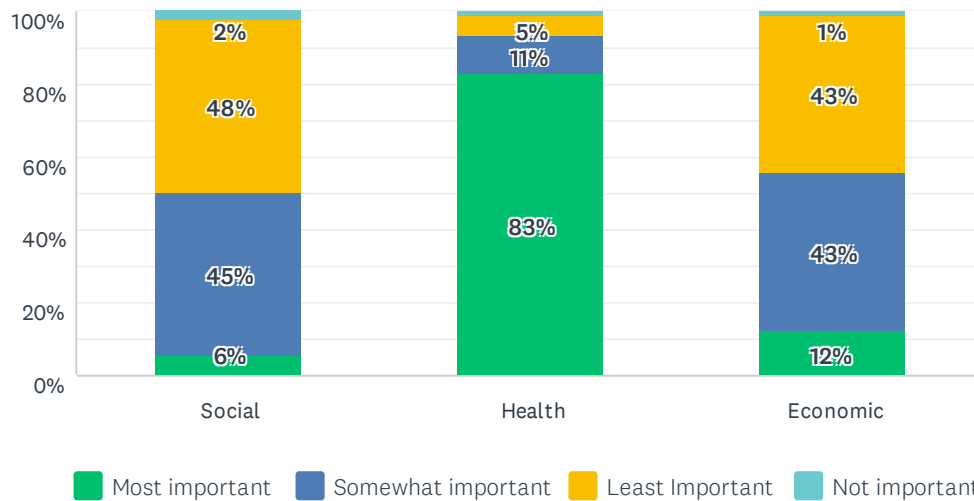
Answered: 1,022 Skipped: 3



ANSWER CHOICES	RESPONSES	
Never	12%	126
1-25%	32%	332
26-50%	15%	155
51-75%	16%	161
76-100%	24%	247
TOTAL		1,022

Q7 When considering the City Reopening, rank the following risk factors that should be considered. 1 being the most important, 2 being somewhat important, 3 being least important of the three.

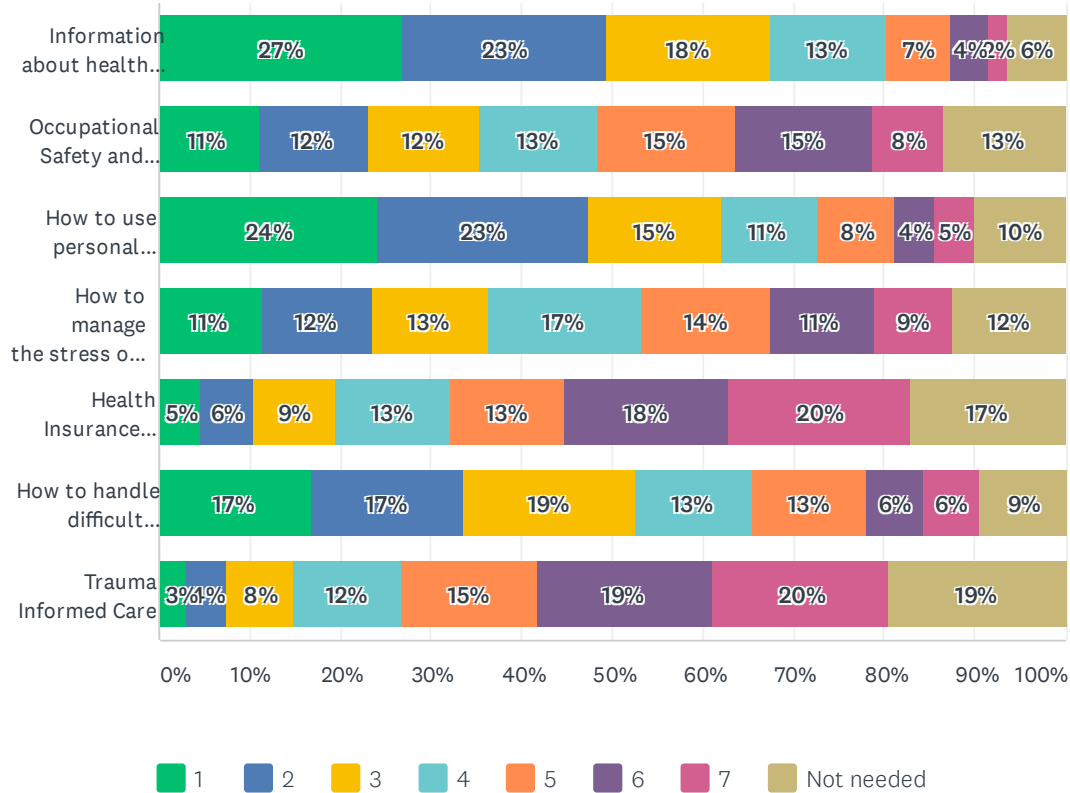
Answered: 880 Skipped: 145



	MOST IMPORTANT	SOMEWHAT IMPORTANT	LEAST IMPORTANT	NOT IMPORTANT	TOTAL	SCORE
Social	6% 48	45% 382	48% 408	2% 15	853	1.57
Health	83% 717	11% 93	5% 46	1% 10	866	2.78
Economic	12% 108	43% 379	43% 376	1% 10	873	1.69

Q8 Prioritize the following training during the city reopening process? 1 being the most important and 7 being least important.

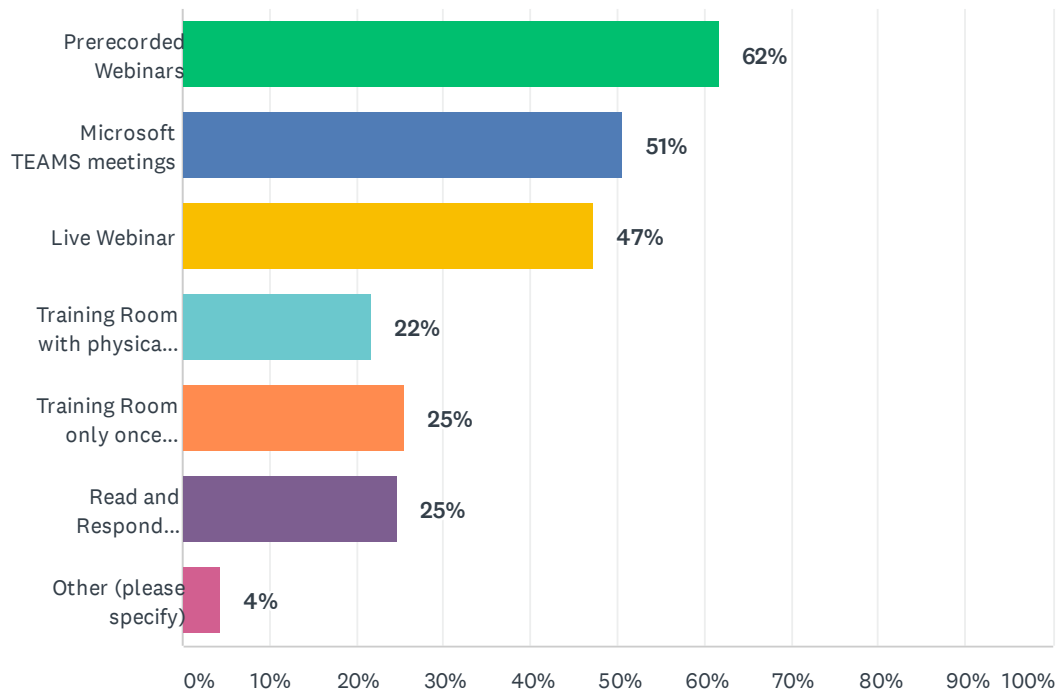
Answered: 873 Skipped: 152



	1	2	3	4	5	6	7	NOT NEEDED	TOTAL	SCORE
Information about health screening protocols	27% 228	23% 192	18% 153	13% 109	7% 59	4% 36	2% 17	6% 55	849	5.31
Occupational Safety and Health Administration (OSHA) Compliance Safety Training	11% 94	12% 101	12% 104	13% 111	15% 129	15% 129	8% 66	13% 114	848	4.00
How to use personal protective equipment (PPE) properly?	24% 205	23% 198	15% 126	11% 91	8% 71	4% 37	5% 39	10% 85	852	5.14
How to manage the stress of returning to a changing work environment?	11% 97	12% 103	13% 110	17% 144	14% 122	11% 98	9% 74	12% 106	854	4.09
Health Insurance Portability and Accountability Act (HIPAA), a US law designed to provide privacy standards to protect patients' medical records and other health information provided to health plans, doctors, hospitals and other health care providers	5% 39	6% 49	9% 77	13% 107	13% 108	18% 153	20% 171	17% 145	849	3.10
How to handle difficult customer situations- Example: Asking customer to leave with symptoms of covid-19?	17% 144	17% 141	19% 164	13% 109	13% 108	6% 53	6% 53	9% 80	852	4.65
Trauma Informed Care	3% 25	4% 38	8% 64	12% 101	15% 127	19% 164	20% 167	19% 165	851	2.92

Q9 How would you like trainings to be facilitated in the next year? (Ex: Safety, Supervisor Academy, NEO, TPDN, Employee Development classes) check all that apply

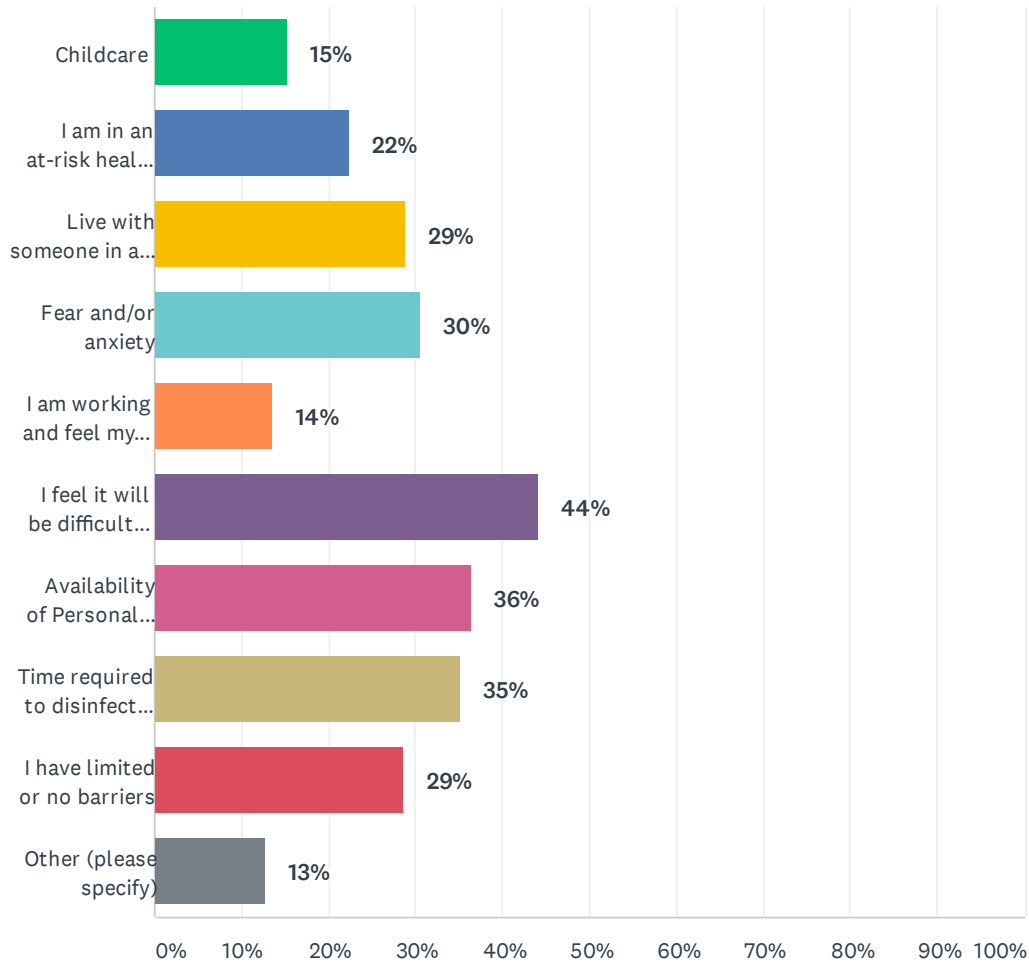
Answered: 880 Skipped: 145



ANSWER CHOICES	RESPONSES	
Prerecorded Webinars	62%	544
Microsoft TEAMS meetings	51%	446
Live Webinar	47%	416
Training Room with physical distancing and masks	22%	192
Training Room only once physical distancing not required	25%	224
Read and Respond Training	25%	217
Other (please specify)	4%	39
Total Respondents: 880		

Q10 What personal barriers will you face as the city reopens? Check all that apply

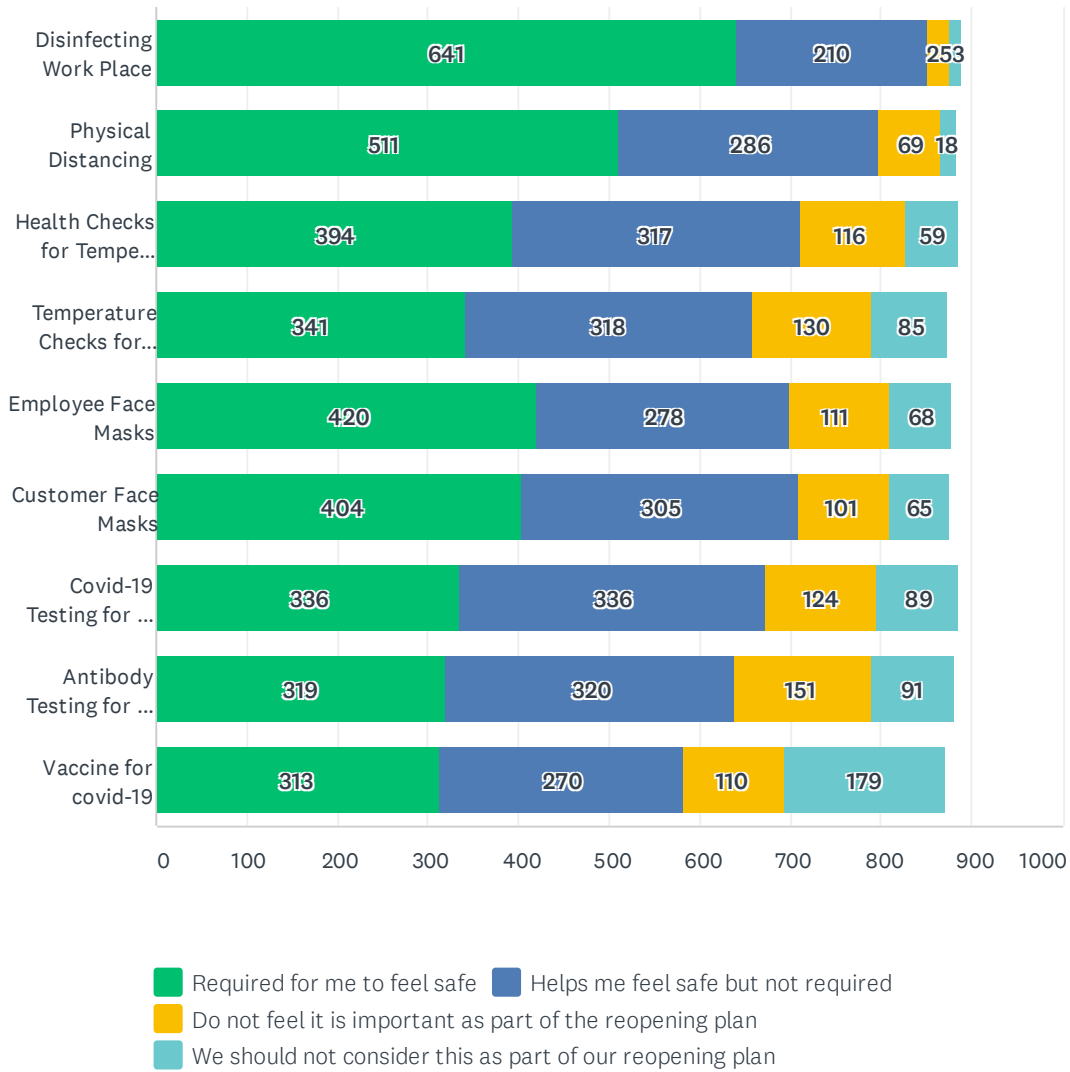
Answered: 880 Skipped: 145



ANSWER CHOICES	RESPONSES	
Childcare	15%	135
I am in an at-risk health category	22%	197
Live with someone in an at-risk health category	29%	254
Fear and/or anxiety	30%	268
I am working and feel my workplace is unsafe	14%	119
I feel it will be difficult to physically distance myself in the work place	44%	389
Availability of Personal Protective Equipment (PPE)	36%	320
Time required to disinfect shared work spaces or public areas	35%	309
I have limited or no barriers	29%	252
Other (please specify)	13%	113
Total Respondents: 880		

Q11 What processes need to be in place for you to feel comfortable reopening city facilities and conducting city business? (Note: Many of these precautions are already being implemented by the City of Tempe.)

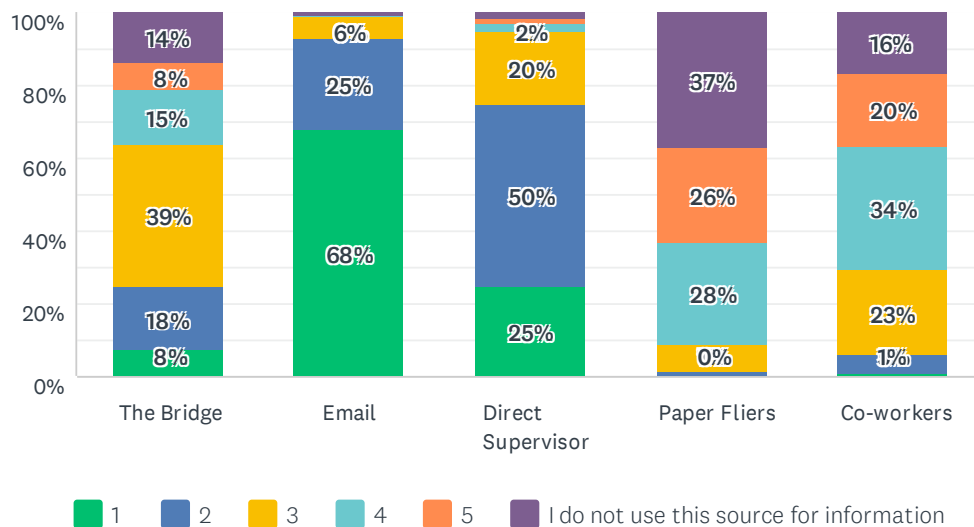
Answered: 886 Skipped: 139



	REQUIRED FOR ME TO FEEL SAFE	HELPS ME FEEL SAFE BUT NOT REQUIRED	DO NOT FEEL IT IS IMPORTANT AS PART OF THE REOPENING PLAN	WE SHOULD NOT CONSIDER THIS AS PART OF OUR REOPENING PLAN	TOTAL RESPONDENTS
Disinfecting Work Place	73% 641	24% 210	3% 25	1% 13	881
Physical Distancing	58% 511	33% 286	8% 69	2% 18	877
Health Checks for Tempe Employees (Temperature and symptom questions)	45% 394	36% 317	13% 116	7% 59	879
Temperature Checks for Customers	39% 341	37% 318	15% 130	10% 85	867
Employee Face Masks	48% 420	32% 278	13% 111	8% 68	872
Customer Face Masks	47% 404	35% 305	12% 101	8% 65	865
Covid-19 Testing for all employees	38% 336	38% 336	14% 124	10% 89	875
Antibody Testing for all employees	36% 319	37% 320	17% 151	10% 91	875
Vaccine for covid-19	36% 313	31% 270	13% 110	21% 179	862

Q12 Rank your preferred source for information on City Business? 1 being most preferred 5 being least preferred source.

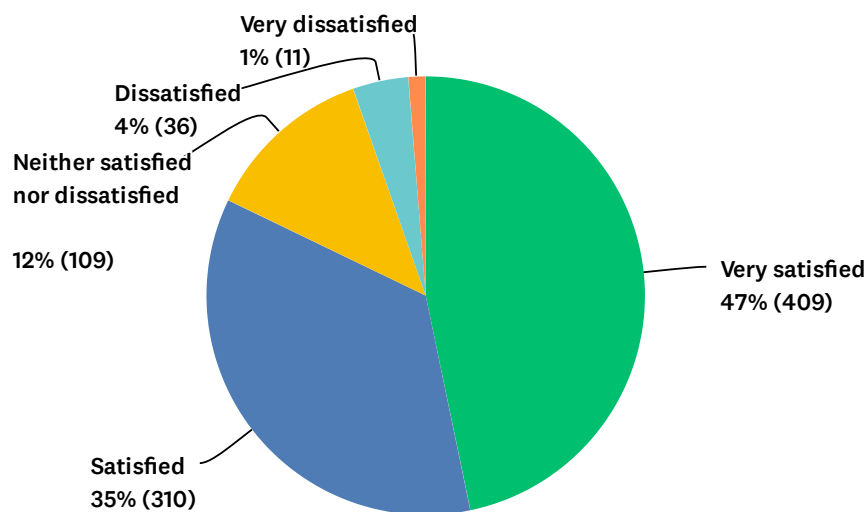
Answered: 879 Skipped: 146



	1	2	3	4	5	I DO NOT USE THIS SOURCE FOR INFORMATION	TOTAL	SCORE
The Bridge	8% 65	18% 149	39% 328	15% 127	8% 64		14% 115	848 3.03
Email	68% 582	25% 214	6% 52	0% 4	0% 3		0% 3	858 4.60
Direct Supervisor	25% 214	50% 433	20% 168	2% 21	1% 11		2% 13	860 3.97
Paper Fliers	0% 3	1% 10	7% 64	28% 238	26% 223		37% 316	854 1.76
Co-workers	1% 9	5% 44	23% 200	34% 291	20% 174		16% 141	859 2.20

Q13 Rate your satisfaction with City of Tempe level of employee communication about covid-19 pandemic?

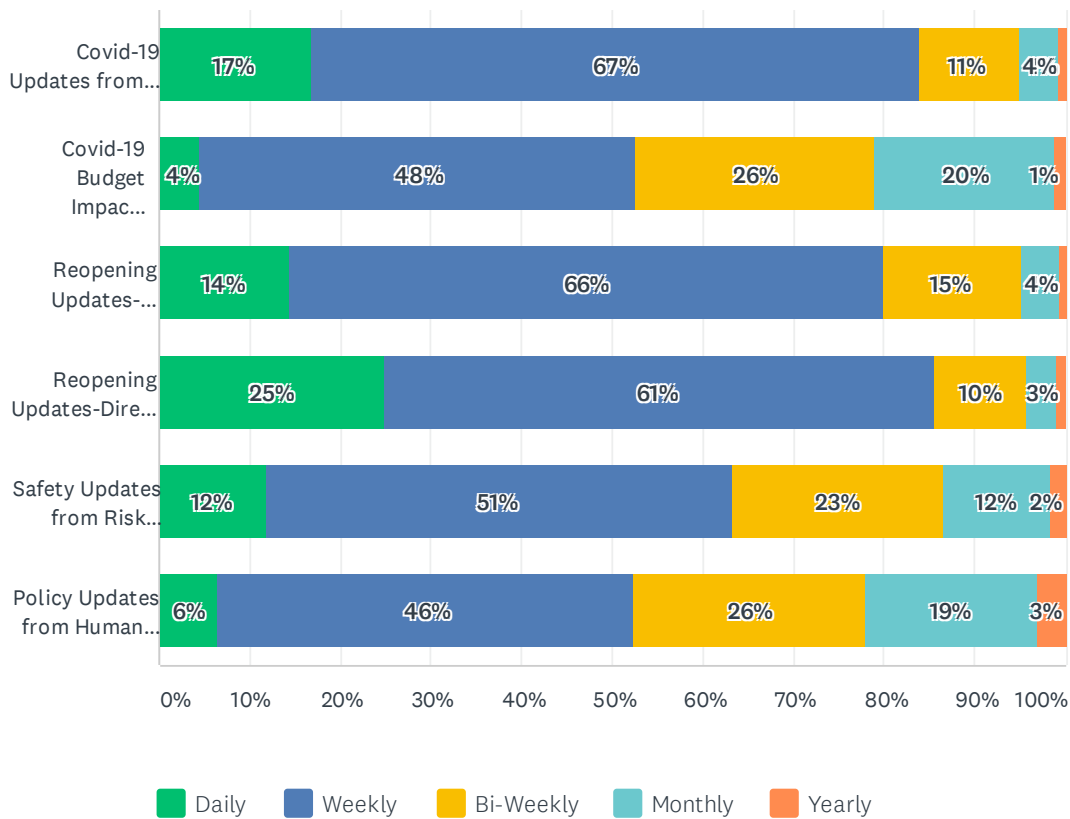
Answered: 875 Skipped: 150



ANSWER CHOICES	RESPONSES	
Very satisfied	47%	409
Satisfied	35%	310
Neither satisfied nor dissatisfied	12%	109
Dissatisfied	4%	36
Very dissatisfied	1%	11
TOTAL		875

Q14 What level of communication do you feel is reasonable for the following topics?

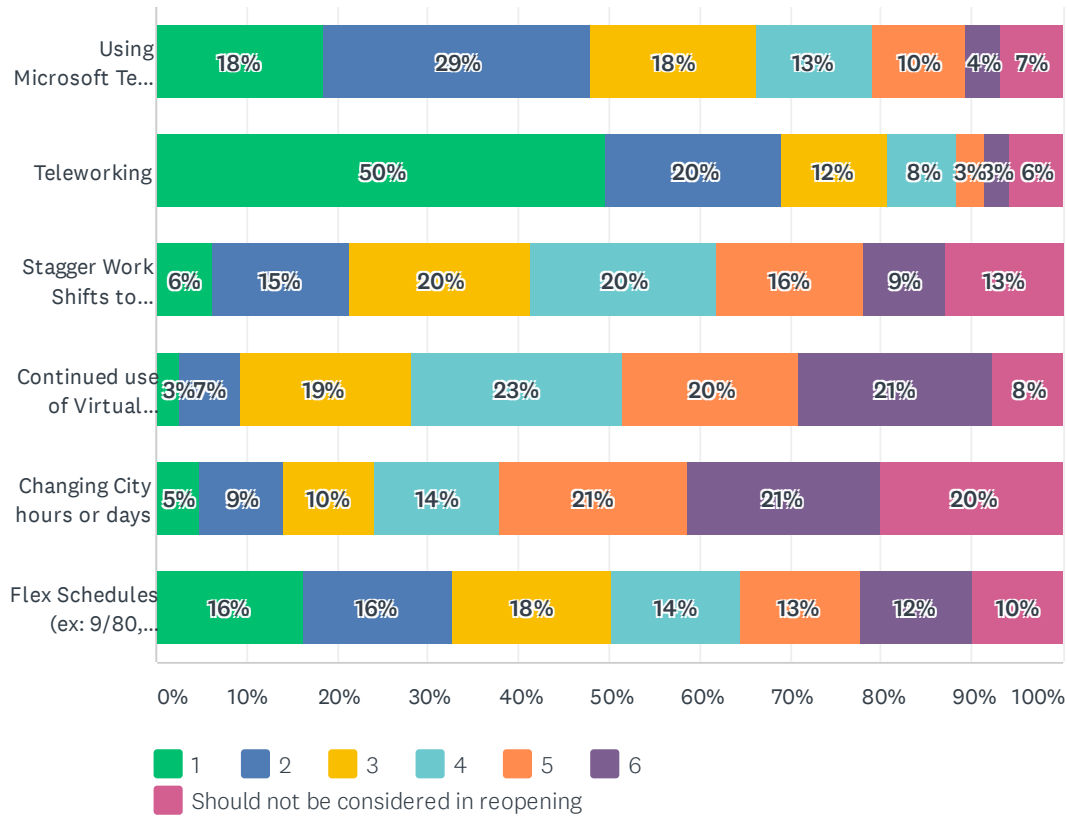
Answered: 872 Skipped: 153



	DAILY	WEEKLY	BI-WEEKLY	MONTHLY	YEARLY	TOTAL
Covid-19 Updates from City Manager	17% 146	67% 584	11% 96	4% 36	1% 7	869
Covid-19 Budget Impact Updates	4% 39	48% 417	26% 228	20% 173	1% 10	867
Reopening Updates- Department Director	14% 125	66% 566	15% 131	4% 36	1% 6	864
Reopening Updates-Direct Supervisor	25% 216	61% 524	10% 88	3% 28	1% 9	865
Safety Updates from Risk Management	12% 103	51% 446	23% 201	12% 103	2% 14	867
Policy Updates from Human Resources	6% 56	46% 397	26% 221	19% 165	3% 26	865

Q15 Prioritize the following operational changes you would like to see in reopening. 1 being the highest priority and 6 being least important.

Answered: 836 Skipped: 189



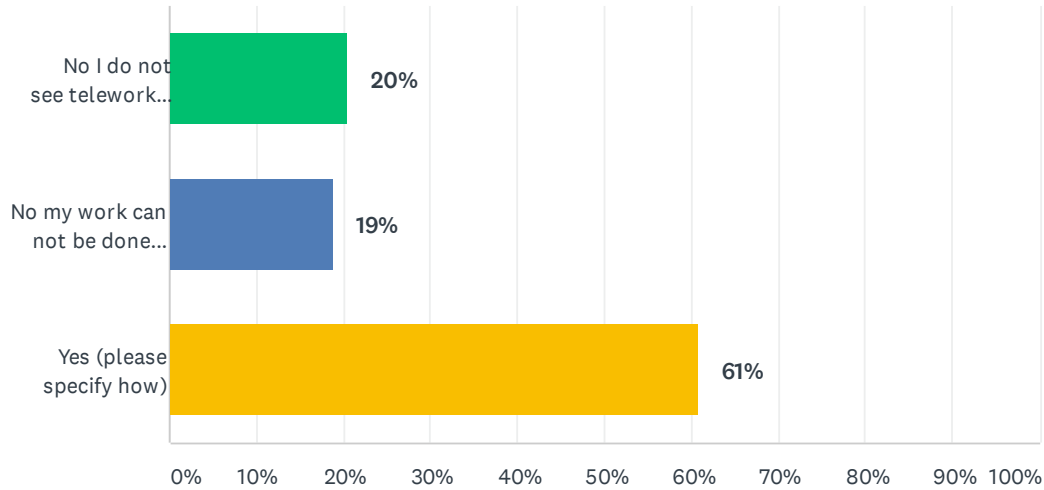
	1	2	3	4	5	6	SHOULD NOT BE CONSIDERED IN REOPENING	TOTAL	SCORE
Using Microsoft Teams meetings to limit in person meetings	18% 150	29% 239	18% 149	13% 104	10% 84	4% 30	7% 56	812	4.23
Teleworking	50% 404	20% 159	12% 94	8% 62	3% 24	3% 23	6% 48	814	5.03
Stagger Work Shifts to increase physical distancing	6% 51	15% 122	20% 163	20% 165	16% 132	9% 74	13% 104	811	3.40
Continued use of Virtual Platform (Webex) as option for Public Meeting	3% 21	7% 54	19% 152	23% 189	20% 158	21% 173	8% 62	809	2.76
Changing City hours or days	5% 39	9% 76	10% 83	14% 114	21% 169	21% 175	20% 164	820	2.75
Flex Schedules (ex: 9/80, 4/10)	16% 133	16% 134	18% 144	14% 117	13% 108	12% 101	10% 81	818	3.68

Q16 Please share any ideas (i.e. cross-collaboration, innovation or operational efficiencies) that resulted in positive experiences while working during the pandemic.

Answered: 396 Skipped: 629

Q17 Do you see teleworking as part of your position after the covid-19 pandemic? If yes, please specify the reason(s) why?

Answered: 847 Skipped: 178



ANSWER CHOICES	RESPONSES	
No I do not see teleworking as part of my position	20%	173
No my work can not be done remotely	19%	159
Yes (please specify how)	61%	515
TOTAL		847

Q18 Thanks for your feedback! Add any additional comments here.

Answered: 280 Skipped: 745